

Subject: Five Days of Uncharged Leave for Returning Mobilized Reservists and Members of the Guard

IMPORTANT MESSAGE!

The President has signed a memorandum granting Federal employees who are returning mobilized reservists and members of the National and Air National Guards, 5 days of uncharged leave. The Office of Personnel Management has issued implementing guidance related to the President's memorandum. The 5 days of uncharged leave is to be granted as excused absence. The Office of Personnel Management (OPM) guidance related to this period of uncharged leave states in part:

Excused Absence for Returning Employees

In recognition of the sacrifices activated civilian employees have made, the President has directed that all agencies grant 5 work days of excused absence, without charge to leave, to these employees upon notification to their employing agencies of their intent to return to Federal civilian employment. This request covers all employees who were activated for military service in connection with Operation Noble Eagle, Operation Enduring Freedom, Operation Iraqi Freedom, or any other military operations subsequently established under Executive Order 13223.

Agencies may grant this period of excused absence prior to the employee's resumption of his duties, or at a time mutually agreeable to the agency and the employee, if the employee has already returned to duty." The President's memorandum and OPM's complete guidance can be accessed through the OPM Homepage or by going to <http://www.opm.gov/pressrel/2003/EG-CPM2003-14.asp>. Any DoD issuances will be forwarded upon receipt.

We deeply appreciate the great sacrifice and contribution made by all Federal employees who have been recalled to serve in the uniformed services. We take special pride in our own Army employees who have been so called, for their service in and out of uniform.

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